

# Remote First Values & Principles

## Values

**Emphasize Real Skills** over Technical Skills

**Prioritize Cultural Resilience** over Strategic Planning

**Inspire Individuals & Teams** over Managing Tasks

**Pursue Outcomes** over Outputs

## Principles

- 1 Remote teams perform best when they organize their work in iterations.
- 2 Effective remote teams value interpersonal skills and encourage teammates to continuously grow in this area.
- 3 Teams that plan their work together optimize productivity.
- 4 Diverse interpretations enhance innovation and make for better outcomes.
- 5 Teams that respect each member's vulnerability and integrity inspire Trust between individuals.
- 6 The self-directed remote workers' highest priority is accountability to the team.
- 7 Continuous enhancement of meeting culture improves individual and team performance.
- 8 Remote teams that consistently track outcomes are positioned to leverage innovations and pivot efficiently.
- 9 Organizations and teams that combine globally diverse talent realize intrinsic advantages.
- 10 A common taxonomy is required to support organizations with remote workers.